

# JOSHUA PALAMUTTAM

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## EXPERIENCE

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### SeekOut

March 2021 - Present

*Senior Software Engineer 2, Seattle, WA*

*Progression: SWE → SWE II → Senior SWE → Senior SWE 2*

- Served as technical leader across the organization, conducting code reviews, mentoring junior engineers, and interviewing engineers at all levels to grow the team
- Drove architecture and hands-on product development for recruiter automation product, implementing features while conducting customer interviews and defining technical strategy
- Transformed MVP candidate evaluation system into production-ready solution, automatically surfacing top candidates from 1000+ applicants per job using LLM-based scorecards
- Served as Forward Deployed Engineer, integrating with multiple client ATS systems to automate prospect creation, candidate management, and pushing candidate evaluations directly into the client's ATS
- Established company-wide AI infrastructure enabling 50-person engineering organization to leverage coding agents for development, documentation, and testing
- Collaborated with HR leaders at top organizations on recruiting tech stack challenges and participated in data provider evaluation and contract negotiations
- Facilitated ETL pipeline transitions for multiple clients to Databricks, reducing errors while integrating Delta tables for improved analytics
- Built natural language to boolean query converter using LLMs and vector databases, enabling users to search with phrases like "software engineers in Seattle with ML experience at Fortune 500 companies" instead of complex boolean syntax
- Optimized Azure Cognitive Search indexes and lucene queries for high-performance candidate search, leveraging deep expertise in boolean and lucene syntax to improve search relevance and speed
- Developed and maintained an external API handling 25 million calls per week, collaborating closely with partner companies to tailor solutions to their specific needs and ensure reliable data exchange at scale

### Counterpart

May 2020 - March 2021

*Software Engineer, Fishers, IN*

- Independently architected the React frontend for a higher education financial funding tool for the Indiana state government
- Assisted in the creation of a community service engagement tool for startup Donaide, using .Net MVC
- Developed and maintained custom .Net MVC applications including task management software and environmental reporting tools

### Kaiser Permanente Genetics

February 2020 - May 2020

*Junior .Net Analyst, San Jose, CA*

- Researched and developed .Net Core MVC with SQL applications used by the Genetics Department
- Gathered requirements while developing and supporting applications such as an Assay Management tool

### DMI

May 2019 - February 2020

*Software Engineer, Indianapolis, IN*

- Developed a POC to optimize lot operations at a car auction site, using Angular, Node.js, AWS serverless, SQL
- Assisted in the development of a physics engine to simulate a transmission, for Allison Transmission, proprietary math implemented in C++, passed to an Angular, .Net Core, SQL stack, using EF Core

## EDUCATION

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### Rose-Hulman Institute of Technology

2015 - 2019

Bachelor of Science in Computer Science

## SKILLS

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### Programming Languages

C#, Python, TypeScript, JavaScript, Java, SQL

### Frameworks

.Net core, .Net, React, Angular, Node.js, Spring, EFCore

### Tools

Azure, AWS, Docker, Git, Databricks, Azure DevOps,

PostgreSQL, SQL Server, Application Insights, Datadog,

Postman, REST APIs, Delta Lake, Lucene, xUnit

### Certifications

AWS Cloud Practitioner, SAFe 4.6